

JOB DESCRIPTION

Job Title: Senior Mental Health Practitioner Band 6	
Reports to (post title): Clinical Matron Mental Health	
Role Purpose:	
<p>To take an active role in providing the successful and effective delivery of mental health services within the offender health directorate. To work as a mental health practitioner within a multi-disciplinary team in a prison setting. To provide safe and effective care to patients with complex and enduring mental health problems, including those being managed under the Care Programme Approach (CPA).</p> <p>To coordinate treatment of mental health, and social care needs from the point of entry into the prison system to transfer of care to on-going providers, so the mental health and social functioning of prisoners is improved.</p> <p>To provide leadership to junior staff by maintaining professional standards, ensuring adherence to all relevant policies and procedures to ensure the delivery of high quality care</p>	
Role Context:	
<p>To provide effective Mental Health services for prisoners, which deliver against required standards, e.g., Key Performance Indicators and Prison Health Performance Quality Indicators and CPA standards</p> <p>To demonstrate innovative practice whilst maintaining clinical efficacy, enabling the service to compete as provider of choice to local commissioners.</p>	
Trust Values	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Trust Values:</p> <p style="text-align: center;">Trust- Honesty- Respect- Compassion- Teamwork</p>	
Key Accountabilities	Performance Measures
<p>To carry and manage a caseload of complex and diverse mental health patients.</p> <p>Undertake assessment provision and evaluation of patient's physical and mental health and provide information and health promotion and self-care.</p> <p>Plan, deliver and evaluate programmes of care to address patient's present and changing mental health and wellbeing needs.</p> <p>Responsible for the delivery of the service measured against outlined CPA, KPI's, CQuins, QOF, PHPQIs, and NICE guidelines.</p>	<p>Care plan audits and managerial supervision.</p> <p>Audit scores and action plans Training records and supervision</p> <p>Clear and effective communication demonstrated in healthcare records.</p> <p>Supervision and case note review</p>

<p>Responsible for the management of patient referrals into the mental health service and to partner agencies.</p> <p>Responsible for the continuity of care arrangements post release of patients in the community</p> <p>Auditing adherence of outlined standards</p> <p>Identifying personal training needs aligned with the OH mental health service model.</p> <p>Attend and input into meetings as required, as mental health representative such as, CPA, Section 117, parole boards, Good Order and Discipline and Assessment Care in Custody and Teamwork meetings.</p> <p>Coordinating internal and external healthcare provider assessments and visits to patients.</p> <p>Responsible for the managerial and clinical supervision of junior staff including individual PADs</p> <p>Ensure all aspects of clinical governance requirements are imbedded into practice</p> <p>Ensures that a professional service and image is always maintained. Adheres to the trust dress code.</p> <p>Maintain accurate healthcare records within IG guidelines, NMC, Trust and Prison policy</p> <p>Deliver evidence-based care to maintain optimal mental wellbeing of the patient.</p> <p>Seek and provide specialist advice from other Healthcare professionals both internal and external to help contribute to the delivery of comprehensive evidence-based care packages.</p> <p>Liaise with patients and continually evaluate their level of capacity and consent throughout their care pathways.</p> <p>Liaise with external healthcare providers regarding the safe discharge / transfer of patients to and from healthcare settings and the wider communities.</p> <p>Assist in the provision of clinical leadership to junior staff, helping to ensure the highest standards of evidence-based healthcare is provided to service users within existing resources.</p> <p>To provide clinical leadership in the absence of the clinical matron.</p> <p>Organize and be responsible for own workload and to deliver effective and efficient high-quality care. To</p>	<p>Appropriate referrals made to other services</p> <p>Supervision evidence, appraisal.</p> <p>Attend and contribute to meetings</p> <p>Appraisal completed in a timely manner</p> <p>Understanding of boundaries and action to take</p> <p>Documentation audit and managerial supervision.</p> <p>Patient feedback, SUCE forms.</p> <p>Case note audit</p> <p>Supervision database</p> <p>Managerial supervision</p>
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<p>supervise the nursing practice of junior staffing and other staff where appropriate.</p> <p>Provide patients with support, advocating encouraging empowerment, decision making and personal responsibilities and the promotion of social inclusion within the prison community.</p> <p>Ability to assess and respond to patients at risk of suicide, self-harm, or harm to others, using the appropriate clinical intervention, prison service ACCT and safeguarding procedures.</p> <p>Respect service users' individuality and maintain their privacy and dignity within the constraints of the custodial environment.</p> <p>Communicate effectively with all relevant stakeholders using all available and appropriate methods including information and technology systems, observing information sharing protocols including confidentiality.</p> <p>Provide input to and maintain an interest in the development of the healthcare services within the offender health directorate.</p> <p>Support service users to address issues which affect their health, behavior, and social welfare.</p> <p>Ensures the effective and efficient use of resources within their own sphere of responsibility.</p> <p>Prioritizes own workload based on flexible principles.</p> <p>Prioritizes care within agreed objectives and refers to others as appropriate.</p> <p>Maintain responsibility for the completion of mandatory training and identifying own learning needs via PAD, participating in training to develop and maintain own knowledge, personal qualities, and skills.</p> <p>Maintains a professional portfolio to demonstrate continuing professional development.</p> <p>Uses basic information technology application to provide written reports to clinical team and department e.g., SystemOne</p> <p>Actively participate in own clinical and managerial supervision</p> <p>Demonstrate the ability to undertake administrative duties commensurate to the role.</p> <p>Administer prescribed medication in accordance with Trust guidance. Understand, demonstrate, and adhere</p>	<p>Clinical supervision, managerial supervision, audit.</p> <p>Attendance at project meetings, QIPP.</p> <p>Managerial supervision</p> <p>Mandatory training records</p> <p>Managerial supervision</p> <p>Supervision database</p>
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<p>to, the Trust's medicine management policies and show evidence of ability to explain statutory and Organisational requirements and NMC guidelines.</p> <p>Participates in the Trust's appraisal system, matching Organisational aims with individual objectives and undertaking appropriate training as required.</p> <p>Take responsibility for your own and others' health and safety in the working environment.</p> <p>To work within the provision of and keep up to date with the Trust policies and procedures; NMC code of conduct, Health and Safety, Clinical, standard, and local procedures in the Trust, Forensic Services, and local prison security procedures.</p> <p>Ensures their own actions support and promote the equality, diversity, rights, and responsibilities of individuals.</p> <p>To undertake any other duties that would be a reasonable expectation of the role</p>	<p>Appraisal database</p> <p>Attendance at mandatory training</p>
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Dimensions

Non budget holder.

Working within prison environments housing up to 1100 prisoners approximately
 Working within a Prison environment for Offender Health the post holder will be required to work within multi-disciplinary healthcare teams supporting a small number of junior staff on a day-to-day basis.

The healthcare teams provide a variety of services including physical healthcare, substance misuse and mental health across Offender Health.

To work across the Directorate at different prison sites as required to meet the needs of the service.

Safeguarding

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimized. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

Disclosure and Barring Services

Where this post meets the definition of 'Regulated activity' a defined in Safeguarding Groups & Freedoms of Protections, the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role

Communication

Providing and receiving complex, sensitive, or contentious information requiring persuasive skills where there may be barriers to understanding

You are expected to work in consultation with others to support the organisations' vision, values, strategies and objectives. Communicate effectively with other disciplines and participate as required in any relevant meetings.

Effective verbal, non-verbal and written communications skills

Always act in a dignified and responsible manner with patients, visitors, and colleagues, using appropriate language and communication skills which acknowledge cultural differences.

Demonstrate an understanding of the importance of cultural differences in communication.

Knowledge, Training and Experience

Registered practitioner (RNMH, RMN,) or suitably skilled / trained / experienced allied health professional with current professional registration.

Have evidence of post registration Diploma or significant experience in managing a mental health caseload

Working knowledge of the Mental Health Act, Mental Capacity Act and CPA

Experience of working with complex and enduring mental health needs in adult mental health, community, or forensic settings.

To be competent and responsible for the management and clinical care of a caseload of prisoners with a mental disorder and offending behaviors

Experience of working with and interviewing patients on a 1:1 basis and building effective therapeutic relationships.

Experience of close working relationships with a variety of statutory and non-statutory agencies.

Experience of supervising and appraising staff

Knowledge of current Mental Health issues/strategies.

A developing knowledge of healthcare within the custodial setting including equality in healthcare.

Ability to supervise and act as a mentor to registered and non-registered members of the team.

The ability to understand and take action based on clinical risk

Excellent and effective communication skills both written and verbal.

Good organisational skills with ability to prioritize work

IT Skills including use of Word, Excel, Outlook, and patient information systems, with ability to learn to effectively utilize service specific computer packages.

Good presentation skills.

Teaching, influencing, negotiation and supervision skills.

Excellent patient focused assessment skills.

The ability to work on own initiative, self-motivation, and work as part of a multi-disciplinary team

Analytical and Judgement Skills

Ability to identify complex issues/situations/information and have the skills to formulate solutions and make recommendations on the best course of action.

To assess and evaluate risk in relation to risk of harm to self and others

To understand complex factors relating to risk and commence appropriate management of these patients

To refer and sign post to other internal and external agencies.

Planning and Organisational Skills

Allocation and reallocation of work, caseloads, tasks.

Plan and organize own diary.

To effectively plan discharges, transfers, and prison releases in conjunction with community services

Ability to prioritize need and respond accordingly.

Plan and deliver patient interventions including group work.

Physical Skills

Dexterity and accuracy required for IM injections

Standard keyboard

Breakaway

Equality & Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Responsibility for Patient/Client Care

To hold a complex caseload with the guidance and clinical supervision under the Clinical Matron

Develops specialist programmes of care in line with the mental health service model

Provides specialist advice in relation to care of patients

To assess, plan, develop, implement, and evaluate patient care including responsibility for own record keeping

To respond constructively to patients concerns, comments or criticisms

Ensure leadership is distributed across the cycle of care provided in the establishment

Responsibility for Policy/Service Development

To actively contribute to the development and timely review of local procedures.

To implement policies within the service as required

To actively identify service development issues / themes and propose changes to practices in own work area

Responsibility for Financial and Physical Resources

Observe personal duty of care in relation to equipment and stock levels

Responsibility for HR

Be responsible for ensuring appraisals, supervision, training, and development are actioned within specified timescales

Support the recruitment and retention process

Providing on the job training to newly recruited staff and assessing competencies

To attend and actively take part in mandatory and other training, plus own supervision.

To lead the induction of new staff and students.

To promote team working with colleagues and wider directorate teams.

Responsibility for Information Resources

To use information technology systems e.g., SystemOne.

To generate reports for individual patients e.g., CPA, MAPPA, or for use in parole boards.

To ensure that confidential information is handled appropriately and in line with Trust policy.

Responsibility for Research and Development

To undertake audits using information resources e.g., record keeping audits

Undertake audits to inform the Clinical Matron of standards of care

Contribute to data collection and analysis with regards to service development.

Freedom to Act

Working as an autonomous practitioner responsible for own actions and supervision of junior staff

Expected results are defined but the post holder decides on how best these are achieved

Working within in a prison estate, deciding when to refer to the Clinical Matron for advice and Support

Mental Effort

Frequent concentration required when engaging with patients, work pattern unpredictable due to the nature of the prison environment. Occasional prolonged concentration required when checking documentation or when dispensing medication

Frequent concentration required for checking documents/writing notes

Emotional Effort

Frequent exposure to distressing or emotional circumstances, occasional highly. The backgrounds and presentation of many of these patients can present exceptional challenges both in working with the patients, in managing personal emotional responses and those of others

Working Conditions

Prison environment that provides healthcare services for offenders whom are either on remand awaiting court dates or have been sentenced. This involves being the subject of searching and security procedures, responsibility for keys and working in a restrictive, locked environment.

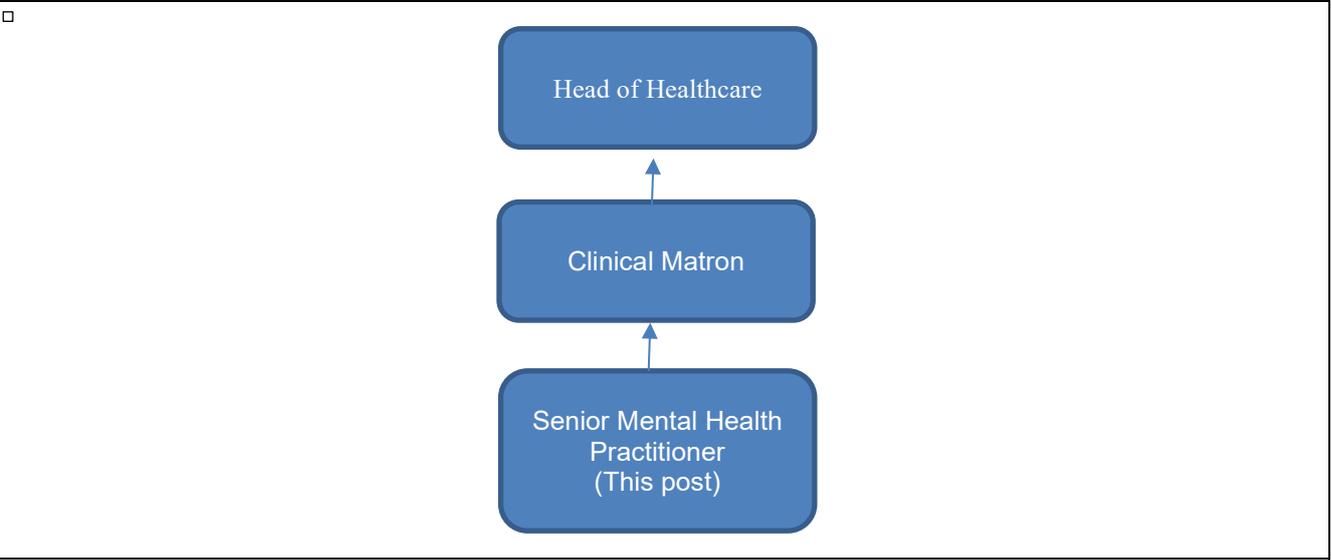
Frequent exposure to aggressive behavior from prisoners, with potential of verbal and physical abuse.

Frequent exposure, to highly unpleasant working conditions including bodily fluids significant noise from prisoners, geographical isolation of the prison, potential inadequate ventilation, and temperature control. Being alert to emergency security procedures.

An understanding of the need to integrate security requirements within the provision of healthcare for prisoners.

Moving about the site during inclement weather.

Organisation Chart



Our promise to you:

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures	
After reviewing the document, please sign to confirm agreement	
Post holder:	Date:
Line Manager:	Date:
Next level Manager:	Date: